



2014-15 Differentiated Pay Plan Submission Template

In June 2013, the State Board of Education passed a revised set of guidelines pursuant to Tenn. Code Ann. §49-3-306(h), which requires districts to create and implement differentiated pay plans. The intent of the differentiated pay plans is to give local control to districts in regard to salary schedule, and to create another lever for districts to attract and retain teachers based on a flexible set of potential criteria. A complete copy of the policy can be found [here](#).

Structure of this Document

The document includes two required sections where districts will describe their proposed 2014-15 differentiated pay plans and salary schedules. An optional section is also included on stakeholder engagement and eligibility. Finally, districts that choose to propose an [alternative salary schedule](#) as their differentiated pay plan, or part of their plan, will need to complete a short [addendum](#). A list of the common differentiated pay terms used throughout this document can be found in [Appendix A](#).

Timeline

The department has created a flexible timeline for differentiated pay plan submission to better meet the various deadlines of each district's local school board and budget processes. The table below outlines this timeline:

| General Differentiated Pay Plan Submission Timeline | |
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| Prior to submission | Local school boards are informed of and/or approve differentiated pay plans that will be submitted to TDOE |
| Jan. 2, 2014 | TDOE begins accepting differentiated pay plan submissions |
| Ongoing | Districts submit differentiated pay plans to TDOE |
| Three weeks after date of submission | TDOE communicates approval decision to school districts |
| Following TDOE approval notification but no later than June 30, 2014 | Local school boards approve final differentiated pay plans and any associated budget items |

For those districts that choose to implement an [alternative salary schedule](#) as their differentiated pay plan (see page 5 for more detailed information on this option) the following timeline will be used in order to meet the necessary State Board of Education (SBE) deadlines.

| Alternative Salary Schedule Submission Timeline | |
|--|--|
| Prior to submission | Local school boards are informed of the alternative salary schedule that will be submitted to TDOE |
| Jan. 2, 2014 | TDOE begins accepting differentiated pay plan submissions |
| Jan. 31, 2014 | Districts submit alternative salary schedules to TDOE |
| By Feb. 21, 2014 | TDOE communicates approval decision of the alternative salary schedule to school districts |
| By March 8, 2014 | Local school boards approve the alternative salary schedule |
| March 8, 2014 | TDOE submits alternative salary schedule documents to the SBE |
| April 18, 2014 | SBE Meeting |

All differentiated pay plans and alternative salary schedules should be submitted to Laura.Encalade@tn.gov. The department also plans to post the final differentiated pay plans on its website.

Note that while the differentiated pay plan must be implemented in the 2014-15 school year, the first payouts from those plans could occur, particularly for those plans which include performance related criteria, at the completion of the 2014-15 school year when all relevant student achievement data is available. Following the 2014-15 school year, the department will collect evidence of implementation, including information regarding the number of awards that were paid out.

Contact Laura Encalade at Laura.Encalade@tn.gov or (615) 253-2119 for additional questions or guidance on creating your differentiated pay plan or on the submission and approval processes.

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

| Differentiated Element | Description | Compensation Type and Size | Reach | Estimated Cost | Estimated Salary Expenditures |
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| | <p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p> | <p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p> | <p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p> | <p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p> | <p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p> |
| Hard-to-Staff (School, Subject, or Placement) | The district will pay Speech/Language pathologists new to KCS for verified years of experience in settings other than public or private schools. | <p>The award will be provided as a base pay increase, slotting the individual into the KCS pay scale at the applicable level of a current employee with similar years of experience, rather than as new employee.</p> <p>The amount of the award will be dependent on the amount of years of experience held by the new employee.</p> | <p>The amount of individuals eligible for the award will be determined by the amount of Speech/Language pathologists needed (above current staffing levels) to serve the level of identified KCS students.</p> <p>It is estimated that the maximum number of new employees to receive the award would be zero to two ,</p> | The estimated total for this award would range from \$0 - \$118,000 (zero to two pathologists @ \$59,000 each) | This will comprise less than 1% of the district's annual salary costs. |

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| | | | based on the level of students requiring Speech/Language support. | | |
| Hard-to-Staff (School, Subject, or Placement) | <p>The district will waive or reduce tuition fees for teacher/parents living outside the Kingsport city limits, with children attending KCS, teaching in hard-to-fill positions, as defined by the Executive Committee of the Board of Education.</p> <p>Any current KCS teacher or teacher candidate for a hard-to-fill position, living outside the city limits, with children attending KCS is eligible.</p> | <p>The award will be given as a monthly waiver of tuition fees owed. The amount of waived tuition is variable, dependent on the residency location of the employee (Sullivan County - \$1,200/year; Hawkins County - \$2,200/year; Other TN County - \$3,200/year).</p> | <p>The amount of teachers eligible for the award is dependent on the identification of hard-to-fill subject areas (as determined yearly by the Executive Committee of the BOE).</p> <p>It is estimated that the maximum number of employees designated by the BOE Executive Committee would be zero to two per year.</p> | <p>The estimated total amount of waived tuition would range from \$0 to \$6,400 per year (zero to two tuition waivers at the maximum amount level).</p> | <p>The award will compromise less than 4% of the total expected tuition revenue.</p> |
| Hard-to-Staff (School, Subject, or Placement) | <p>The district will provide a recruitment bonus to hire the most desirable candidate when the pool of applicants is inadequate to fill an identified position, as justified to the Executive Committee of the Board of Education by the Chief Human Resource Officer.</p> | <p>The award will be given as a one-time bonus of up to \$10,000 upon employment by KCS.</p> | <p>Candidate eligibility will be determined on an individual basis by the Chief Human Resource Officer and the Executive Committee of the BOE, based on an inadequate applicant pool in hard-to-fill areas. These could include (but are not limited to) speech/language pathology, special education, special education vision, special education hearing, ESL, math, chemistry, physics, foreign language, advanced placement courses, and certain career-technical areas.</p> | <p>The estimated total for this bonus is \$0 to \$10,000 per year (zero to one participant at a maximum bonus of \$10,000).</p> | <p>This will comprise less than 1% of the district's annual salary costs.</p> |

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| | | | It is estimated that zero to one teacher a year could be eligible for the award. | | |
| Performance | <p>The district will incorporate a new single-lane salary schedule that uses evaluation criteria to determine forward movement to increase base-pay.</p> <p>A full description of the new schedule is attached in the addendum.</p> | <p>All teachers with 4 or more years' experience will receive a base pay increase by moving forward a designated amount of steps along the single-lane pay scale dependent on their previous years' evaluation score (3 = 1 step; 4 = 2 steps; 5 = 3 steps). Each step is equivalent to a base pay increase of \$250. Teachers receiving a score of 1 or 2 will not step forward on the new scale.</p> | <p>Any teacher in their fourth year of employment (or more) with KCS is eligible to receive the step increase.</p> <p>Based on current evaluation data, the district estimates that approximately 98% of eligible teachers will receive a step increase.</p> | <p>The district estimates the total cost of step increases under the proposed plan at approximately \$320,000, based on current salary and last year's evaluation data.</p> | <p>This single-lane salary schedule is estimated to encompass close to 100% of salary costs, with the exception of a limited number of other supplements.</p> |
| Additional Instructional Roles or Responsibilities | | | | | |
| Education | <p>The district will reimburse current teachers with passing scores for Praxis testing fees in hard to fill subject areas. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p> | <p>Compensation will be provided as a one-time reimbursement of Praxis testing fees once certification of passing results has occurred. Qualifying amount will vary dependent on test passed (currently, up to \$150, based on Praxis Test Fee schedule).</p> | <p>Any current KCS teacher that adds a new endorsement area through the act of passing a Praxis test is eligible for the reimbursement.</p> <p>Based on current need and staffing, the district anticipates that zero to five teachers a year will receive this incentive.</p> | <p>The estimated total for this reimbursement is \$0 to \$750 per year (zero to five teachers at a current maximum of \$150 per endorsement/ passed Praxis test.</p> | <p>This will compromise less than 1% of the district's salary expenditures.</p> |
| Education | <p>The district will pay for graduate courses that will enable current KCS teachers to</p> | <p>Compensation will be provided as a one-time reimbursement of 50-100%</p> | <p>This award may be available to any current KCS teacher, dependent on a review of</p> | <p>The estimated total for this reimbursement is</p> | <p>This will compromise less than 1% of</p> |

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| | <p>add endorsements in potentially hard-to-fill subject areas where PRAXIS testing will not be sufficient to add an endorsement.</p> <p>KCS teachers currently employed in large applicant pool positions (e.g. Elementary/Middle English, History) seeking an endorsement in the targeted areas of speech/language teacher, speech/language pathologist, or special education vision are eligible. Eligibility will be determined based on an application process reviewed by the Superintendent and Assistant Superintendent, including a submission of an application and coursework plan.</p> | of course tuition and fees. | teaching areas with large available applicant pools, as identification by the Superintendent and Assistant Superintendent. | \$0 to \$1,000 per year (zero to one participant at an estimated maximum of \$1,000 per course). | the district's salary expenditures. |
| Education | <p>The district will compensate current employees for advanced degree completion.</p> <p>Eligible employees include teachers currently enrolled and taking courses in a degree program that will be completed on or prior to June 30, 2018.</p> | Employees completing an advanced degree will have their base pay compensation retroactively adjusted utilizing the 2013-14 salary schedule and will be slotted into the new single-lane schedule according to this base pay level. | <p>Any teacher enrolled as of April 11, 2014 and taking courses in a degree program that will be completed by June 30, 2018 is eligible for this award.</p> <p>Based on current information, the district estimates that 40 teachers will be eligible for this base pay salary designation.</p> | The estimated total cost of this element is \$65,000. The district expects to fund this amount through budgeted step increases. | This will compromise approximately 1% of district salary expenditures. |
| Education | The district will compensate | Employees completing an | All KCS teachers who have | The estimated | This will |

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| | employees for advanced degree completion. Eligible employees include any teacher enrolled in an advanced degree program after April 22, 2014 or completing an advanced degree program after June 30, 2018. | advanced degree will have their base pay increased by moving forward on the single-lane salary schedule: <ul style="list-style-type: none"> • 10 Steps – First advanced degree • 5 Steps – Second advanced degree • 3 Steps – Third advanced degree | not yet completed three advanced degrees are eligible to receive this base pay increase. Based on the current rate of personnel pursuing advanced degrees, the district estimates that 10 teachers yearly will be eligible for this base pay salary increase. | total cost of this element is \$16,250. The district expects to fund this amount through budgeted step increases. | compromise less than 1% of district salary expenditures. |
| Experience | The district will compensate new KCS teachers with prior teaching experience by placing them at an appropriate step on the new single-lane salary schedule beyond the starting pay structure for new teachers. | Compensation will be established through the setting of base pay level at a step appropriate to the new teacher's experience level, as determined by the Chief Human Resource Officer and Chief Finance Officer. | Based on current hiring trends, approximately 50% of new teachers hired by KCS have previous experience and will be eligible for individual slotting on the new single-lane schedule. | The estimated total cost of this element is \$1,220,000. The district expects to fund this amount through its regular budget. | This will compromise approximately 5% of district salary expenditures. |
| Experience | The district will compensate new KCS teachers with 0-2 years' experience on a pre-set schedule based on experience and degree attained. A full description of the new schedule is attached in the addendum. | Compensation will be provided as a base pay increase, with teachers retained by KCS after years 0-2 automatically moving forward one step on the "Starting Pay - New Teachers" schedule. | Any KCS teacher employed in years 0-2 will be compensated using this "Starting Pay – New Teacher" schedule. Based on current staffing trends, it is estimated that 50% of all KCS employees will be compensated using this schedule. | The estimated total cost of this element is \$1,000,000. The district expects to fund this amount through budgeted step increases. | This will compromise approximately 4% of district salary expenditures. |
| Other | The district will pay a one-time bonus to any KCS tenured teacher that obtains National Board Certification. KCS will pay toward the initial application and reapplication | Compensation will be provided as a one-time bonus of \$2,000 to a teacher obtaining National Board Certification. The system will pay \$850 toward the initial | Any currently employed, tenured KCS teacher is eligible to receive the award. Based on historical trends, it is estimated that one to two | The estimated total for this is zero to \$5,700 per year (zero to two teachers at \$2,850 each). | This will compromise less than 1% of district salary expenditures. |

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| | <p>or renewal fees. Additionally, the NBCT applicant will be provided up to five professional days, as requested, to complete work on initial certification.</p> <p>Any currently employed, tenured KCS teacher is eligible to receive the award.</p> | <p>application and up to \$700 toward reapplication.</p> | <p>teachers per year will be eligible to receive the award.</p> | <p>The district will sustain this cost through the established district differentiated pay plan.</p> | |
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II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

Attached is a copy of the proposed single-lane salary schedule for Kingsport City Schools

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

Any future state funding increases will be applied through an across-the-board increase in base-pay levels, according to the proposed single lane schedule. All teachers would realize base-pay increases should a cost-of-living raise be provided in future years, as a strategic process will allocate such an increase to all step levels. Through a review conducted by the Chief Finance Officer and the Differentiated Pay Plan task force, funding increases will be reviewed and allocated in a manner that will maintain the integrity of the single-lane system, while insuring that each teacher has access to higher base pay in future years.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

All KCS teachers will participate in the proposed plan upon its implementation.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

During the fall of 2013, a system-wide representative committee was formed and tasked with developing the district's differentiated pay plan. Representatives included all schools and employment types (classroom teachers, related arts, counselors, etc.). KCS also engaged Battelle for Kids to provide support in the education and plan development process.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Yes. The Differentiated Pay Plan task force will convene in an ongoing fashion to complete a yearly review on the current status of the plan, as well as address and analyze any revisions necessary due to changes in priorities or budgetary needs. Currently, the submitted plan has

been broken into a multi-phase implementation process. Phase I implementation in 2014-15 will include establishing a single-lane salary structure with future forward step movement based on evaluation score attainment and degree completion, along with a pre-determined schedule for new teachers. Development of Phase II will commence immediately and includes the vetting of suggested activities that will allow a teacher to accrue points leading to forward step movement on the single-lane schedule. Initial Phase II meetings are scheduled for April 15 and May 13, 2014 to identify and categorize opportunities for teachers to gain additional compensation through the completion of value-added activities and roles. The Differentiated Pay Task Force will evaluate these suggested activities and assign appropriate point values that will allow teachers to raise their step level (and subsequent base-pay) upon activity completion. Phase II is anticipated to be implemented for the 2015-16 school year.

The Task Force will continue to analyze the economic feasibility and opportunities present to increase teacher compensation in future years. Initial opportunities under consideration include the use of approximately \$80,000 in additional year 1 funding required to slot teachers into the new single-lane system, resulting in an immediate increase of up to \$249 for each current teacher. In future years, such available funding could be utilized to increase compensation for all teachers, distributed throughout the entire salary scale. Additionally, adjustments to the compensation/base increase provided for degree completion will allow for savings to be recognized (as compared to the previous scale) which may be reallocated throughout the entire scale, resulting in an opportunity for increased compensation for all teachers.

IV. Alternative Salary Schedule (Optional Section)

An alternative salary schedule uses some other component, often performance criteria, in addition to or in place of education and experience to determine base pay and is subject to State Board of Education (SBE) approval. If you are unsure whether your plan qualifies as an alternative salary schedule or for additional resources for developing such a plan, contact Laura Encalade at Laura.Encalade@tn.gov for more information. Please review the [specific submission timeline](#) for alternative salary schedules on page 2.

Those districts proposing an alternative salary schedule as part of their differentiated pay plan, must complete this addendum to provide the department with the additional information needed to present the salary schedule to the SBE on behalf of the LEA. Those districts which already have SBE approved alternative salary schedules need only to submit a current copy of that plan.

a. Salary Schedule

Include both the proposed salary schedule and a description of the following:

- How will base pay changes be determined? **Current employees will “slot” into the new single-lane schedule at the step/level directly above their current yearly rate of pay. This position will determine their base step level from which they will move forward dependent upon evaluation score (Phase I), advanced degree attainment (Phase I), and/or future point attainment (Phase II).**
- Will existing employees have an opt-out provision for the alternative salary schedule? If so, when will all employees transition to the alternative salary schedule? **No. All the KCS Differentiated Pay Task Force has decided that all existing teachers will utilize the alternative salary schedule beginning in with the 2014-15 school year.**
- How will the following groups be placed on the alternative salary schedule?:
 - Existing district employees – **Existing employees will “slot” into the new single-lane schedule at the step/level directly above their current yearly rate of pay. This position will determine their base step level from which they will move forward dependent upon evaluation score (Phase I) and/or future point attainment (Phase II).**
 - Educators new to teaching with zero years of experience – **New teachers with zero years of experience will utilize the “Starting Pay – New Teachers” schedule (see attached). They will remain on this schedule until progressing into their 4th year of employment, moving forward one step each year.**
 - Educators new to the district but with prior experience – **Educators new to the district but with prior experience will slot into the single-lane schedule at a position as determined by the Chief Human Resource Officer based on the current salary scale.**

b. Eligibility Criteria

If not already included in Section IV on the previous page, describe below or include in an attachment a copy of any eligibility rules for the alternative salary schedule.

c. Feasibility Analysis

Attach evidence using 2012-13 data (at a minimum) that the alternative salary schedule is financially feasible. Please reach out to Laura.Encalade@tn.gov for additional information or support in meeting this requirement.

d. Stakeholder Engagement

Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

During the fall of 2013, a system-wide representative committee was formed and tasked with developing the district's differentiated pay plan. Representatives included all schools and employment types (classroom teachers, related arts, counselors, etc.). KCS also engaged Battelle for Kids to provide support in the education and plan development process.

Appendix A: Common Differentiated Pay Definitions

1. Base pay (base salary): An individual's salary excluding any additional compensation in the form of bonuses, stipends, or supplements for additional work or responsibilities.
2. Bonus/stipend: Additional compensation for a pre-defined set of criteria. Bonus and stipend pay are awarded in addition to or "on top of" an individual's base pay. Bonuses/stipends are one-time payments awarded for a specific role, additional responsibility, or achievement of particular criteria. Bonuses and stipends are not a part of base salary and do not become a reoccurring part of an individual's compensation.
3. Traditional salary schedule (or step and lane schedule): A salary schedule that uses years of experience and education levels exclusively to determine educator's increases in base pay. Traditional schedules may follow the same structure as the state minimum salary schedule. Salary schedules that modify the amount of the step increases given for experience or change the structure of the education lanes may still be considered a traditional schedule as long as they meet or exceed the relevant state minimums.

4. Alternative salary schedule¹: A salary schedule that uses some other component, often a performance measure, in addition to or in place of education and experience to determine base pay. A schedule where an educator's evaluation score is used to determine the amount of his or her yearly base pay increase is an example of an alternative salary schedule. Alternative salary schedules are subject to State Board of Education approval.
5. Opt-in/opt-out provision: Individuals are provided with the choice to participate in a program. This provision is most often associated with alternative salary schedules and is not a required provision.

¹ If you are unsure as to whether your plan is a traditional salary schedule or an alternative salary schedule, please contact Laura.Encalade@tn.gov.

Appendix B: Sample Differentiated Pay Plan Table

Note that these examples are for purposes of explaining HOW TO complete each of the table criteria. These examples are NOT intended to be recommendations or endorsements for specific differentiated pay elements. Districts are required to differentiate pay for **at least one element** in addition to **education and experience**. Because plans may include a combination of several elements, please add rows or repeat differentiated elements as needed. Please feel free to delete from the table any differentiated elements that will not be used in the district's plan.

| Differentiated Element | Description | Compensation Type and Size | Reach | Estimated Cost | Salary Expenditures |
|--|--|--|---|---|--|
| | <p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p> | <p><i>Will the compensation be given as a bonus, stipend, or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p> | <p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p> | <p><i>How much does the district estimate it will payout for this differentiated pay element?</i></p> | <p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p> |
| Hard-to-Staff (School, Subject, or Placement) | The district will offer a signing bonus and retention bonus in the hard-to-staff area of secondary math. This will include positions in Algebra II, Pre-Calculus, and Calculus. | The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$2,000 at end of the school year when evidence of satisfactory evaluation results are also available. | <p>This award will be available to new teachers to the district. The district typically hires 2 positions per school year in the areas defined.</p> <p>Existing teachers (3) in the subjects defined will also be eligible for the same bonus as a retention incentive.</p> | The estimated total for this is \$15,000 (5 teachers at \$3,000 each). | This award makes up less than 2% of the district's annual salary costs. |
| Performance | The district will incorporate a new salary schedule that uses evaluation criteria to determine base pay changes ² . A full description of the new schedule is attached in the addendum. | Teachers who receive a 3 will receive a base pay increase of 3-\$300, 4-\$500, 5-\$700. Those teachers receiving a 1 or 2 will not increase their base pay. | <p>All teachers (150) are eligible to receive the award.</p> <p>A copy of the complete eligibility rules is attached.</p> <p>Based on the last two years of evaluation data, the district anticipates between 80-85% of</p> | <p>The district anticipates the total cost to be \$40,000 based on last year's evaluation data.</p> <p>The district will sustain this cost by removing base pay</p> | These payouts will form close to 100% percent of salary costs, with the exception of some career ladder and other supplements. |

² This differentiated element would qualify as an alternative salary schedule, and the district would need to complete the [Alternative Salary Schedule section](#) on page 5.

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| | | | teachers will receive a base pay change. | increases for Level 1 and 2 teachers. | |
| Additional Instructional Roles or Responsibilities | <p>The district will further its implementation of PLCs through the creation of a PLC leadership role.</p> <p>Highly effective teachers (scores of 4 or 5) will receive a stipend to lead and facilitate the monthly PLC meetings.</p> | The award will be given yearly in the form of a \$1,000 stipend. | <p>Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities like leadership and facilitation skills. (Draft job description is attached.)</p> <p>There will be a total of 20 PLC leaders in the district:</p> <ul style="list-style-type: none"> - 6 at the high school, - 4 at the middle school, - 5 at each of the 2 elementary schools. | The estimated cost of these awards is \$20,000. | This will compromise about 2% of district salary expenditures. |
| Education | <p>The district will include Bachelor's and Master's degrees for eligible base pay compensation as shown in the attached 2014-15 salary schedule. Degrees above a Master's will no longer be compensated in base pay.</p> <p>Advanced degrees above Master's degree will be eligible for tuition reimbursement with district pre-approval.</p> | <p>Master's degrees will be awarded with a base pay increase.</p> <p>Tuition reimbursement stipends of \$4,000 per year per individual for advanced degrees above Master's. The district must be notified in advance of the start of a program by the educator in order to receive the stipend.</p> <p>Those teachers currently enrolled in programs prior to July 1, 2014 will be eligible for base pay increases on the previous year's schedule, provided that those programs are completed by July 1, 2016.</p> | <p>The district currently has 15% of its teachers with an advanced degree above the Master's Level.</p> <p>We anticipate based on previous data that approximately 10-12 teachers will qualify for tuition reimbursement stipends each year.</p> | <p>This estimated total cost of this element is \$40,000-48,000 per year.</p> <p>The district expects to fund this cost by limiting permanent base pay increases to Master's degrees only.</p> | This will comprise about 8% of district salary expenditures. |
| Experience | The district will continue to award step increases for each | Each teacher will earn a yearly step increase for years of | All teachers are eligible. | The average step increase in the | This experience payment makes up |

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| | year of experience. The attached salary schedule contains proposed amounts. | experience. | | district is \$400 per year. The estimated cost is \$100,000 | 20% of the districts expenditures on salary. |
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